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Department of Defense

CIVILIAN MANPOWER STATISTICS

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December 31, 1993

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WASHINGTON HEADQUARTERS SERVICES

Department of Defense

CIVILIAN MANPOWER STATISTICS

December 31, 1993

Issued Quarterly by
Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)

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U.S. GOVERNMENT PRINTING OFFICE
WASHINGTON, D.C. 20402

DTIC and NTIS identification number for this publication is DIOR/M04-94/01.

FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

**DoD Civilian Employment, by Function and Employment Status,
According to Defense Component - December 31, 1993**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	926,573	289,668	280,373	199,841	156,691
DIRECT HIRE	876,640	261,083	270,100	191,720	153,737
INDIRECT HIRE	49,933	28,585	10,273	8,121	2,954
TOTAL EMPLOYMENT	932,763	290,768	283,264	201,158	157,573
DIRECT HIRE	882,830	262,183	272,991	193,037	154,619
INDIRECT HIRE	49,933	28,585	10,273	8,121	2,954
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	26,706	26,705	0	1	0
TOTAL EMPLOYMENT	28,726	28,725	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	953,279	316,373	280,373	199,842	156,691
DIRECT HIRE	903,346	287,788	270,100	191,721	153,737
INDIRECT HIRE	49,933	28,585	10,273	8,121	2,954
TOTAL EMPLOYMENT	961,489	319,493	283,264	201,159	157,573
DIRECT HIRE	911,556	290,908	272,991	193,038	154,619
INDIRECT HIRE	49,933	28,585	10,273	8,121	2,954

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.
b/Includes Marine Corps civilian personnel.
c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

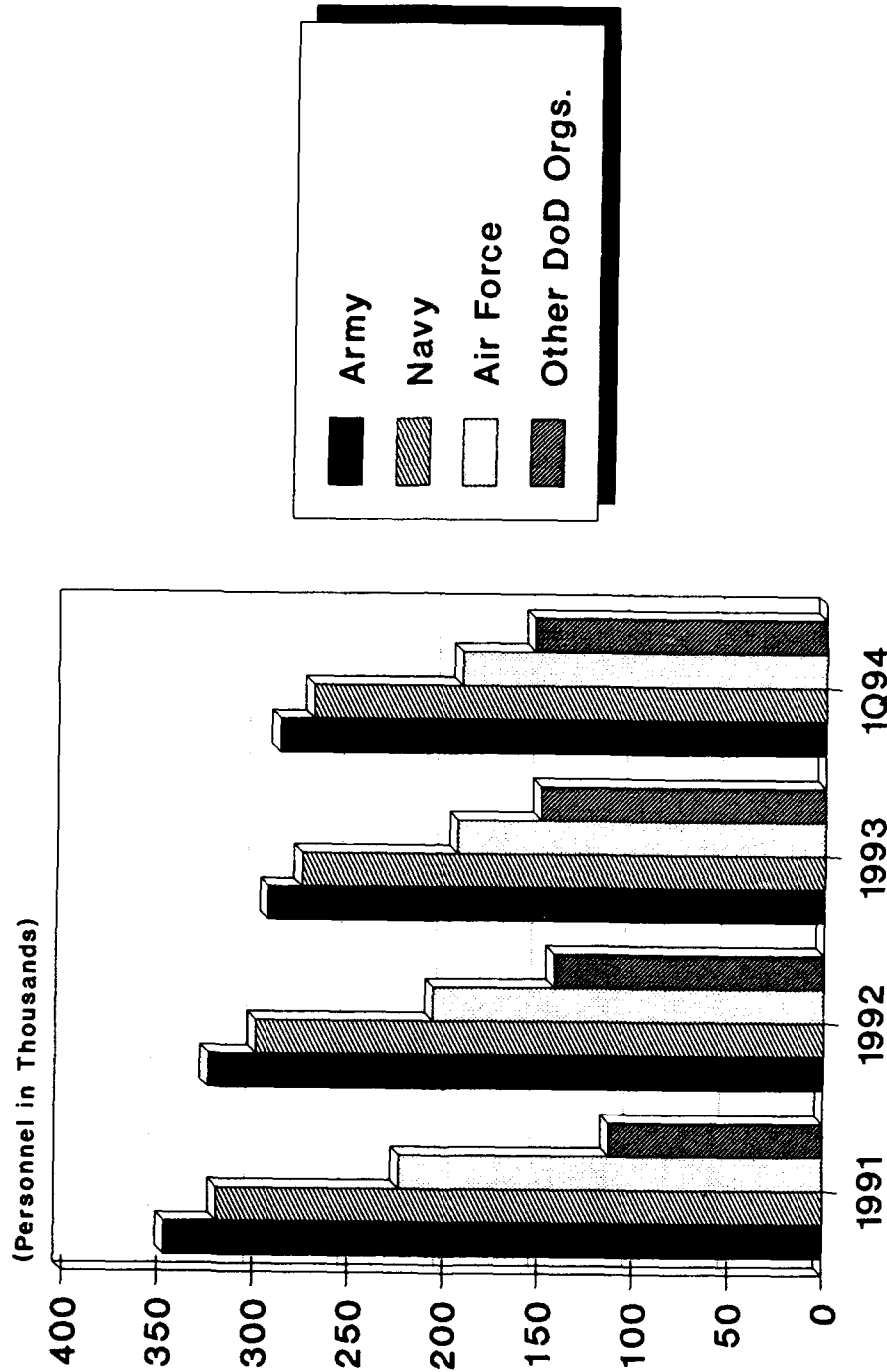
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 90	30 SEP 91	30 SEP 92	30 SEP 93	31 OCT 93	30 NOV 93	31 DEC 93
MILITARY FUNCTIONS	1,073,227	1,044,300	1,003,209	935,875	928,608	928,519	926,573
DIRECT HIRE a/	997,197	974,169	942,516	884,216	878,414	878,433	876,640
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	50,194	50,086	49,933
ARMY	382,058	366,948	333,691	295,032	290,813	290,120	289,668
DIRECT HIRE	328,688	318,543	294,689	264,821	261,840	261,295	261,083
INDIRECT HIRE	53,370	48,405	39,002	30,211	28,973	28,825	28,585
NAVY	342,101	329,592	309,490	285,934	280,777	280,487	280,373
DIRECT HIRE	331,982	319,421	299,396	275,596	270,477	270,189	270,100
INDIRECT HIRE	10,119	10,171	10,094	10,338	10,300	10,298	10,273
AIR FORCE	249,862	233,491	214,796	201,991	198,605	199,514	199,841
DIRECT HIRE	238,831	223,319	206,144	193,745	190,522	191,391	191,720
INDIRECT HIRE	11,031	10,172	8,652	8,246	8,083	8,123	8,121
OTHER DoD ORGANIZATIONS c/	99,206	114,269	145,232	152,918	158,413	158,398	156,691
DIRECT HIRE	97,696	112,886	142,287	150,054	155,575	155,558	153,737
INDIRECT HIRE	1,510	1,383	2,945	2,864	2,838	2,840	2,954
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	27,258	28,252	29,474	28,535	28,189	27,792	26,706
ARMY	27,257	28,251	29,473	28,534	28,188	27,791	26,705
AIR FORCE	1	1	1	1	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,100,485	1,072,552	1,032,683	914,410	956,797	956,311	953,279
DIRECT HIRE a/	1,024,455	1,002,421	971,990	912,751	906,603	906,225	903,346
INDIRECT HIRE b/	76,030	70,131	60,693	51,659	50,194	50,086	49,933

a/As reported officially to the Office of Personnel Management.
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.
c/See Glossary for a list of Other DoD Organizations.

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TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS

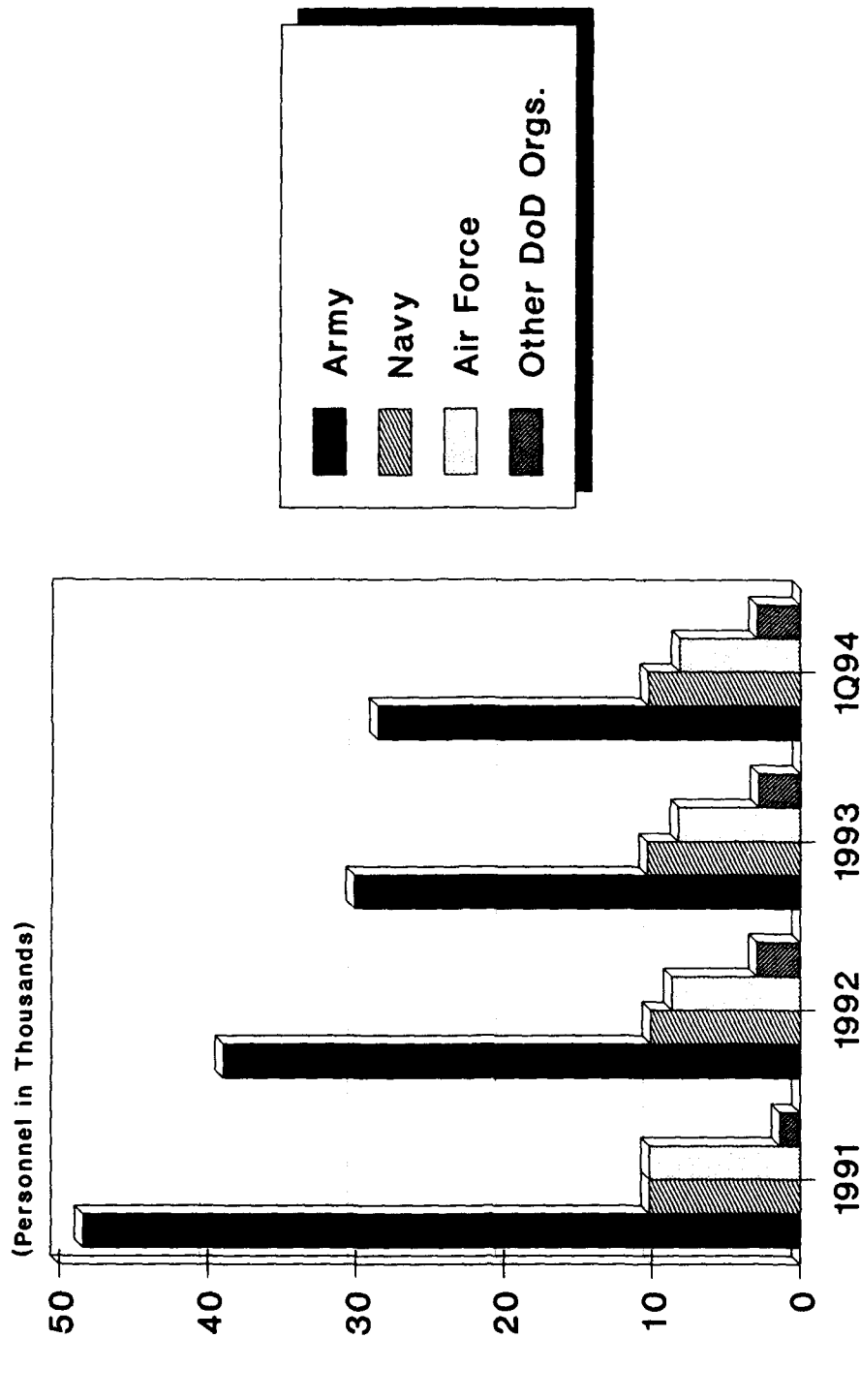


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Figure 1

FISCAL YEAR

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY FUNCTIONS



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Figure 2

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 93	30 NOV 93	31 DEC 93		31 OCT 93	30 NOV 93	31 DEC 93
MILITARY FUNCTIONS							
ARMY	878,414	878,433	876,640	918,406	805,438	804,767	801,869
NAVY	261,840	261,295	261,083	293,577	233,992	233,576	232,867
AIR FORCE	270,477	270,189	270,100	268,399	257,781	257,179	256,667
	190,522	191,391	191,720	201,521	178,905	179,194	179,389
OSD & ORGANIZATIONS SERVICED b/							
DeCA	4,483	4,486	4,527	5,147	4,335	4,358	4,380
DCAA	18,978	18,978	18,978	19,295	9,851	9,851	9,851
DFAS	5,620	5,608	5,567	5,410	5,512	5,492	5,462
DISA	25,378	25,530	25,423	25,008	24,072	24,231	24,106
DIS	7,696	7,546	7,624	9,098	7,494	7,372	7,425
DLA	3,274	3,271	3,267	3,280	3,173	3,167	3,168
DMA	59,351	59,055	57,652	56,519	57,199	56,945	55,607
DNA	7,739	7,713	7,704	7,518	7,565	7,544	7,521
DSA c/	615	622	616	678	610	614	609
DoDEA	723	724	726	934	685	686	691
DoD IG	19,062	19,371	18,994	16,579	11,862	12,160	11,728
DICA d/	1,547	1,548	1,553	1,558	1,535	1,538	1,541
OSIA		281	281	2,486		279	274
USUHS	820	825	825	360	588	583	583
CIVIL FUNCTIONS							
ARMY	28,189	27,792	26,706	N/A	26,408	26,265	25,599
AIR FORCE	28,188	27,791	26,705		26,407	26,264	25,598
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	906,603	906,225	903,346	N/A	831,846	831,032	827,468

a/ See the Glossary for Component names.

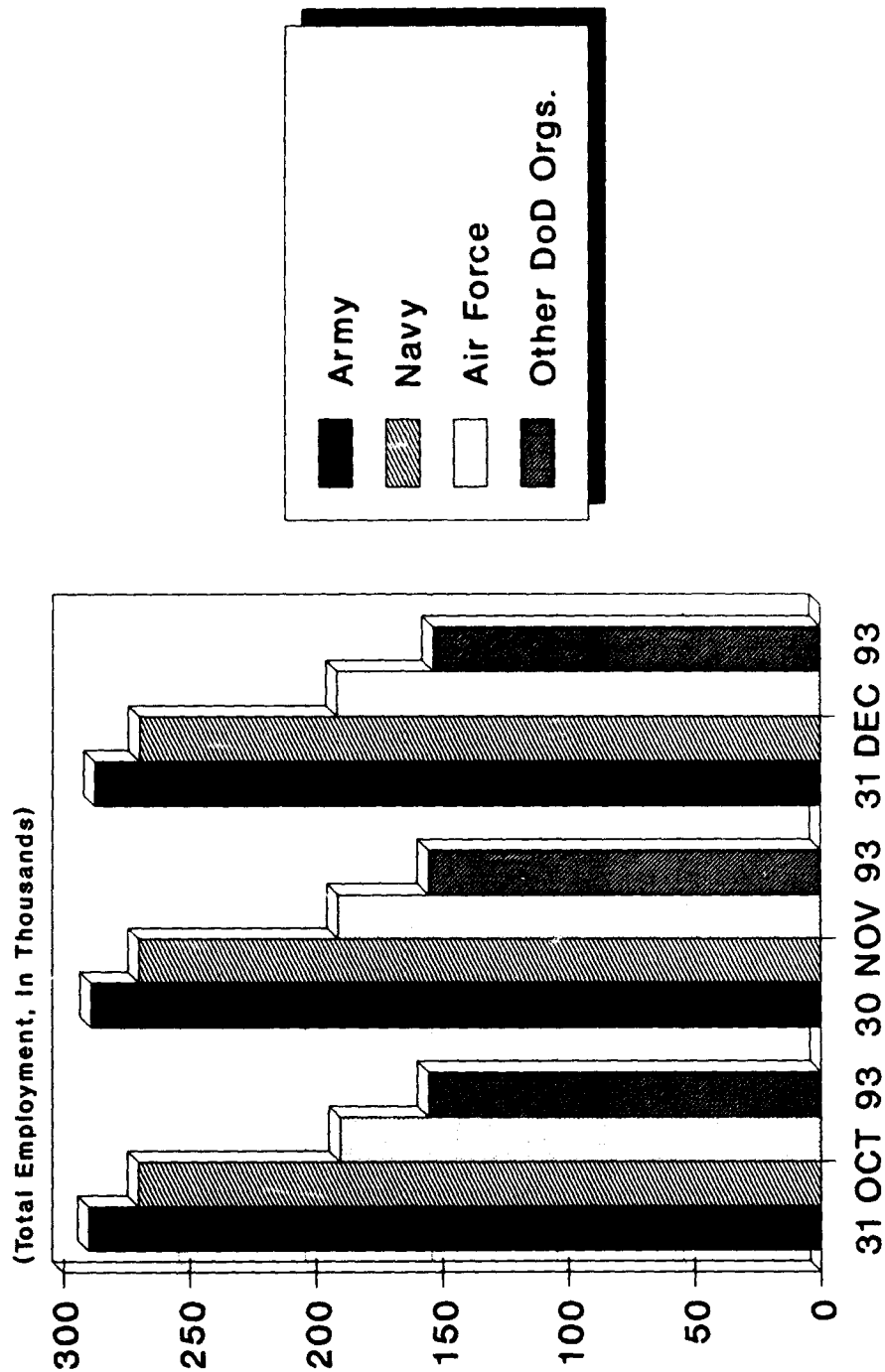
b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Prior to June 30, 1992, actual numbers are included in DLA.

d/ Actual numbers are included in the Military Services and selected Defense Organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3

TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel, by Component,
(Excluding the Military Departments) - December 31, 1993 a/**

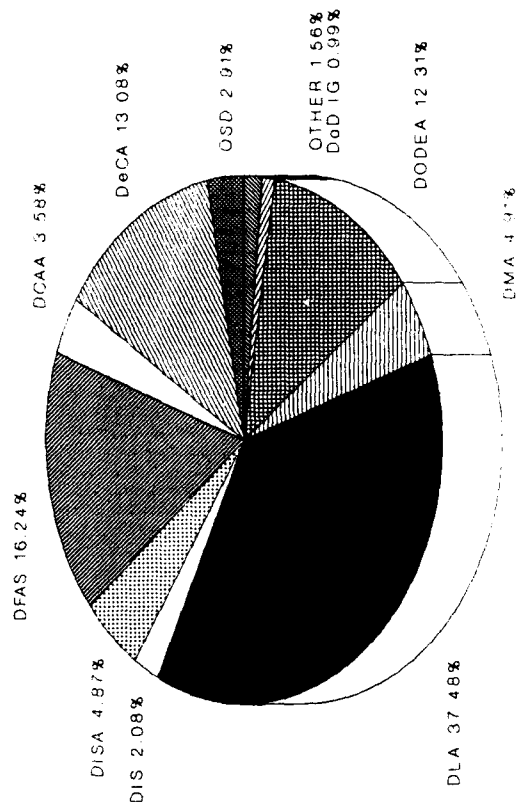
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,584 20,614 5,636	4,572 19,042 5,631	12 1,572 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	25,583 7,677 3,277	25,583 7,667 3,277	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	59,062 7,729 630	58,109 7,729 630	953 0 0
CONSOLIDATED DEFENSE SUPPORT ACTIVITIES DEPARTMENT OF DEFENSE EDUCATION ACTIVITY DEPARTMENT OF DEFENSE INSPECTOR GENERAL	726 19,395 1,554	726 18,994 1,553	0 401 1
ON-SITE INSPECTION AGENCY UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	281 825	281 825	0 0
TOTAL	157,573	154,619	2,954

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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**DoD DIRECT AND INDIRECT HIRE CIVILIAN
EMPLOYMENT BY COMPONENT
DECEMBER 31, 1993**



Washington Headquarters Services
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FIGURE 4

Excludes Military Departments

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type,
According to Defense Component - December 31, 1993 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	911,556	290,908	272,991	193,038	154,619
BY STATUS					
FULL-TIME	885,180	285,028	269,562	190,455	140,135
PART-TIME	20,194	5,487	3,005	2,238	9,464
INTERMITTENT	6,182	393	424	345	5,020
BY CAREER SERVICE CATEGORY					
COMPETITIVE	775,162	237,083	254,042	155,776	128,261
EXCEPTED AND SES	136,394	53,825	18,949	37,262	26,358
BY TYPE OF APPOINTMENT					
PERMANENT	840,151	261,624	259,451	180,534	138,542
TEMPORARY/INDEFINITE	71,405	29,284	13,540	12,504	16,077
BY CITIZENSHIP					
U. S. CITIZENS	892,773	280,210	269,564	189,838	153,161
NON-CITIZENS	18,783	10,698	3,427	3,200	1,458
BY LABOR CATEGORY					
SALARIED	669,433	225,220	188,838	127,392	127,983
WAGE BOARD	242,123	65,688	84,153	65,646	26,636

a/Includes personnel not subject to OMB ceiling control.
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - December 31, 1993 a /**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	911,556	290,908	272,991	193,038	154,619
UNITED STATES	844,867	263,800	261,090	184,022	135,955
BY LOCATION					
WASHINGTON, D.C., SMSA c/	87,438	25,761	36,029	5,671	19,977
REMAINDER OF U. S.	757,429	238,039	225,061	178,351	115,978
BY LABOR CATEGORY					
SALARIED	613,054	201,766	180,908	119,350	111,030
WAGE BOARD	231,813	62,034	80,182	64,672	24,925
BY CITIZENSHIP					
U. S. CITIZENS	844,412	263,546	260,987	184,006	135,873
NON-CITIZENS	455	254	103	16	82
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	8,194	1,249	4,795	838	1,312
WAGE BOARD	4,488	888	2,229	417	954
BY CITIZENSHIP	3,706	361	2,566	421	358
U. S. CITIZENS	8,179	1,245	4,785	837	1,312
NON-CITIZENS	15	4	10	1	0
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	58,495	25,859	7,106	8,178	17,352
WAGE BOARD	51,891	22,566	5,701	7,625	15,999
BY CITIZENSHIP	6,604	3,293	1,405	553	1,353
U. S. CITIZENS	40,182	15,419	3,792	4,995	15,976
NON-CITIZENS	18,313	10,440	3,314	3,183	1,376

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - December 31, 1993**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BAHRAIN	1	0	0	0	1
BELGIUM	738	686	0	2	50
GERMANY	27,645	21,982	0	3,875	1,788
GREECE	119	0	0	97	22
GUAM	4	0	4	0	0
JAPAN	16,987	3,284	9,354	3,860	489
KOREA	2,299	2,299	0	0	0
LUXEMBOURG	22	22	0	0	0
MALAYSIA	5	0	0	0	5
NETHERLANDS	665	304	0	61	300
PHILIPPINES	89	0	0	0	89
SPAIN	1,171	8	915	226	22
UNITED KINGDOM	188	0	0	0	188
TOTAL	49,933	28,585	10,273	8,121	2,954

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cameterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the Uniformed Services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)

Inspector General Department of Defense (IG DoD)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Department of Defense Agencies:

*Advanced Research Projects Agency (ARPA)

*Ballistic Missile Defense Organization (BMDO)

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Systems Agency (DISA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLISA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

**Defense Support Activities (DSAs)

On-Site Inspection Agency (OSIA)

NOTE: *Organizations serviced by OSD.

**Organizations serviced by DLA and DISA.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Programs Activity (DMPA)
- *Defense Prisoner of War/Missing in Action Office (DPMO)
- *Defense Technology Security Administration (DTSA)
- *Department of Defense Civilian Personnel Management Service (CPMS)
- Department of Defense Education Activity (DoDEA)
- **Drug Interdiction and Counter-Narcotics Account (DICA)
- *Office of Civilian Health and Medical Program
 for the Uniformed Services (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

NOTE: *Organizations serviced by OSD

**Organization serviced by Military Services and selected DoD organizations.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

Standard Metropolitan Statistical Area (SMSA). Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)